

1
2
3
4
5
6
7 Attorneys for Plaintiff,
8 JANE DOE

9 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
10 **FOR THE COUNTY OF LOS ANGELES**

11
12 JANE DOE,¹

13 Plaintiff,

14 vs.

15 YEEZY, LLC; "YE," formerly known
16 as KANYE WEST; and DOES 1 to
17 100, inclusive,

18 Defendants.

Case No.:

**PLAINTIFF JANE DOE'S COMPLAINT
FOR DAMAGES FOR:**

- 19 (1) **DISCRIMINATION IN VIOLATION
OF THE FEHA;**
- 20 (2) **HOSTILE WORK ENVIRONMENT
HARASSMENT IN VIOLATION OF
THE FEHA;**
- 21 (3) **RETALIATION IN VIOLATION OF
THE FEHA;**
- 22 (4) **FAILURE TO PREVENT
DISCRIMINATION,
HARASSMENT, OR
RETALIATION IN VIOLATION OF
FEHA;**
- 23 (5) **BREACH OF EXPRESS ORAL
CONTRACT TO PAY WAGES AT A
CERTAIN AMOUNT;**

24
25
26
27 ¹ Because of the nature of the allegations herein, plaintiff, as a victim of sexual harassment, is identified by
28 the pseudonym Jane Doe in order to preserve her confidentiality and privacy pursuant to applicable law, including
Roe v. Bakersfield City School Dist. (2006) 136 Cal.App.4th 556; *Roe v. Lincoln Unified School Dist.* (2010) 187
Cal.App.4th 1286; *Starbucks Corp. v. Superior Crt.* (2008) 168 Cal.App.4th 1436; and *Roe v. City of Los Angeles*
(2007) 42 Cal.4th 531.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

- (6) NEGLIGENCE HIRING, SUPERVISION, AND RETENTION;**
- (7) WRONGFUL TERMINATION OF EMPLOYMENT IN VIOLATION OF PUBLIC POLICY;**
- (8) WHISTLEBLOWER RETALIATION (LABOR CODE § 1102.5);**
- (9) VIOLATION OF LABOR CODE § 232.5;**
- (10) INTENTIONAL INFLICTION OF EMOTIONAL DISTRESS;**
- (11) VIOLATION OF THE RALPH ACT (CALIFORNIA CIVIL CODE § 51.7)**
- (12) VIOLATION OF THE TOM BANE CIVIL RIGHTS ACT (CALIFORNIA CIVIL CODE § 51.7)**

DEMAND FOR JURY TRIAL

TABLE OF CONTENTS

	Page
1 INTRODUCTION	1
2 PARTIES.....	3
3 FACTUAL ALLEGATIONS	6
4 FIRST CAUSE OF ACTION	16
5 Discrimination on the Bases of Religion, National Origin, and Gender/Sex 6 <i>(Violation of Government Code § 12900, et seq.)</i> Against Entity Defendants 7 and Does 1 to 100, Inclusive.....	16
8 SECOND CAUSE OF ACTION	17
9 Hostile Work Environment Harassment on the Bases of Religion, National 10 Origin, and Gender/Sex <i>(Violation of Government Code § 12900, et seq.)</i> 11 Against All Defendants and Does 1 to 100, Inclusive.....	17
12 THIRD CAUSE OF ACTION	18
13 Retaliation for Engaging in Protected Activity <i>(Violation of Government</i> 14 <i>Code § 12900, et seq.)</i> Against Entity Defendants and Does 1 to 100, 15 Inclusive.....	18
16 FOURTH CAUSE OF ACTION	19
17 Failure to Prevent Discrimination, Harassment, or Retaliation <i>(Violation of</i> 18 <i>Government Code § 12900, et seq.)</i> Against Entity Defendants and Does 1 to 19 100, Inclusive.....	19
20 FIFTH CAUSE OF ACTION	21
21 Breach of Express Oral Contract to Pay Wages at a Certain Amount <i>(Marvin</i> 22 <i>v. Marvin (1976) 18 Cal.3d 660)</i> Against Entity Defendants and Does 1 to 23 100, Inclusive.....	21
24 SIXTH CAUSE OF ACTION	21
25 Negligent Hiring, Supervision, and Retention <i>(Doe v. Capital Cities (1996) 50</i> 26 <i>Cal.App.4th 1038)</i> Against Entity Defendants and Does 1 to 100, Inclusive.....	21
27 SEVENTH CAUSE OF ACTION	22
28 Wrongful Termination of Employment in Violation of Public Policy <i>(Tameny</i> 29 <i>v. Atlantic Richfield Co. (1980) 27 Cal.3d 167)</i> Against Entity Defendants 30 and Does 1 to 100, Inclusive.....	22
31 EIGHTH CAUSE OF ACTION	23

1 Whistleblower Retaliation (*Violation of Labor Code § 1102.5, et seq.*)
2 Against Entity Defendants and Does 1 to 100, Inclusive..... 23

3 NINTH CAUSE OF ACTION..... 24

4 Retaliation for Reporting Working Conditions (*Violations of Labor Code*
5 *§ 232.5*) Against Entity Defendants and Does 1 to 100, Inclusive 24

6 TENTH CAUSE OF ACTION 25

7 Intentional Infliction of Emotional Distress (*Hughes v. Pair (2009) 46 Cal.4th*
8 *1035*) Against All Defendants and Does 1 to 100, Inclusive 25

9 ELEVENTH CAUSE OF ACTION 26

10 Violation of the Ralph Act (*California Civil Code § 51.7*) Against All
11 Defendants and Does 1 to 100, Inclusive 26

12 TWELFTH CAUSE OF ACTION..... 28

13 Sex, Religion, National Origin, and/or Gender, Discrimination in Violation of
14 the Tom Bane Civil Rights Act (*California Civil Code § 51.7*) Against All
15 Defendants and Does 1 to 100, Inclusive 28

16 PRAYER 30

17

18

19

20

21

22

23

24

25

26

27

28

1 Plaintiff, Jane Doe, alleges, on the basis of personal knowledge and/or information
2 and belief:

3 INTRODUCTION

4 Jane Doe (“Doe” or “Plaintiff”) brings this lawsuit against her former employer
5 Yeezy and its owner Kanye West (also known as “Ye”) for discrimination, harassment,
6 and retaliation on account of her sex and Jewish religion, amongst other claims.

7 In late 2023, Plaintiff was hired as a marketing specialist for both Yeezy and Ye.
8 Within just two weeks of her hiring, Ye posted an apology to the Jewish community on
9 his Instagram in Hebrew for his recent string of widely criticized antisemitic remarks:

10 *“I sincerely apologize to the Jewish community for any unintended outburst*
11 *caused by my words or actions. It was not my intention to hurt or disrespect,*
12 *and I deeply regret any pain I may have caused. I am committed to starting*
13 *with myself and learning from this experience to ensure greater sensitivity*
14 *and understanding in the future. Your forgiveness is important to me, and*
15 *I am committed to making amends and promoting unity.”*

16 Sadly, this apology was short lived.

17 Plaintiff quickly found success within her new role, landing Ye favorable business
18 opportunities for his music, shoes and technology. In return, unable to control his
19 prejudice, Ye rewarded Plaintiff with the same antisemitic vitriol he recently condemned
20 to the public. But in private, his hate went deeper: Ye carried out a calculated campaign to
21 threaten and psychologically torment Jewish people around him, specifically Plaintiff.

22 On numerous occasions, Ye reminded Doe of his antisemitism by **comparing himself**
23 **to Hitler**, **“hail[ing] Hitler”**, and directly **threatening Plaintiff on account of her Jewish**
24 **heritage**.

25 Ye’s prejudice did not end at Plaintiff’s ethnic background, but extended to her
26 gender, with **inappropriate comments about her private parts**, calling her **“ugly”**, a
27 **“bitch”**, and much more.

28 Shortly after Plaintiff complained to her supervisor about Ye’s deplorable conduct,
Plaintiff was swiftly terminated.

1 It has been reported that in June 2025, Ye plans to release a new album titled “**Bully**”.
2 Whether irony or self-reflection guides the name, there can be little doubt that Ye treats
3 those around him, especially Jewish people and women, much worse than just a bully. He
4 is a self-proclaimed “*Nazi*.” A person who has openly called himself “*Hitler*.” A boss who
5 called his female employee a “*bitch*” and “*ugly*.”

6 He is a bully with tens of millions of followers on social media, with children and
7 adults who watch and listen to him. He is a bully who is still able to run nationwide
8 commercials on major platforms, appear at respected award shows, and galvanize his
9 fanbase. He uses his social media platforms to bully anyone who disagrees with him, spew
10 hate speech only to disingenuously apologize for it repeatedly when he wants to promote
11 his music, concerts or merchandise.

12 While some of the public has appeared to forgive Ye’s behavior and thinly veiled
13 2023 apology, the evidence herein shows a bully who never really changed. A bully who
14 must be held accountable.

15 This is an action by Plaintiff Jane Doe whose employment with defendant Yeezy,
16 LLC (“Yeezy”) was wrongfully terminated. Plaintiff brings this action against defendants
17 for economic, non-economic, compensatory, and punitive damages, pursuant to Civil
18 Code section 3294, pre-judgment interest pursuant to Code of Civil Procedure section
19 3291, and costs and reasonable attorneys’ fees pursuant to Government Code section
20 12965(b), Labor Code section 1102.5(j), and Code of Civil Procedure section 1021.5.

21
22
23
24
25
26
27 ///
28 ///
///

1 **PARTIES**

2 1. *Plaintiff:* Plaintiff Doe is, and at all times mentioned in this Complaint was, a
3 resident of the County of Los Angeles, California.

4 2. *Defendants:* Plaintiff alleges, on information and belief, that at all relevant times,
5 a. Defendant Yeezy LLC, doing business as Yeezy (“Defendant” or “Yeezy”),
6 was a corporation doing business in Los Angeles County. Defendant’s principal place of
7 business at all relevant times was located at 8025 Melrose Ave. Los Angeles, CA 90048.

8 b. Defendant Yeezy Apparel LLC, doing business as Yeezy (“Defendant” or
9 “Yeezy”), was a corporation doing business in Los Angeles County. Defendant’s principal
10 place of business at all relevant times was located at 20020 Parthenia Street, Northridge,
11 CA 91324.

12 c. Defendant Yeezy Footwear LLC, doing business as Yeezy (“Defendant” or
13 “Yeezy”), was a corporation doing business in Los Angeles County. Defendant’s principal
14 place of business at all relevant times was located at 20020 Parthenia Street, Northridge,
15 CA 91324.

16 d. Defendant Yeezy Marketing LLC, doing business as Yeezy (“Defendant” or
17 “Yeezy”), was a corporation doing business in Los Angeles County. Defendant’s principal
18 place of business at all relevant times was located at 20020 Parthenia Street, Northridge,
19 CA 91324.

20 e. Defendant Yeezy Record Label LLC, doing business as Yeezy (“Defendant”
21 or “Yeezy”), was a corporation doing business in Los Angeles County. Defendant’s
22 principal place of business at all relevant times was located at 20020 Parthenia Street,
23 Northridge, CA 91324.

24 3. Defendant Kanye West (“Kanye”), also known as “Ye”, at all times mentioned
25 in this Complaint, and was, the founder AND/OR an employee for Yeezy LLC, Yeezy
26 Apparel LLC, Yeezy Footwear LLC, Yeezy LLC, Yeezy Marketing LLC, Yeezy Record
27 Label LLC. Defendant Kanye is, and at all times mentioned in this Complaint was believed
28 to be, a resident of California.

1 4. *Doe defendants:* Defendants Does 1 to 100, inclusive, are sued under fictitious
2 names pursuant to Code of Civil Procedure section 474. Plaintiff is informed and believes,
3 and on that basis alleges, that each of the defendants sued under fictitious names is in some
4 manner responsible for the wrongs and damages alleged below, in so acting was functioning
5 as the agent, servant, partner, and employee of the co-defendants, and in taking the actions
6 mentioned below was acting within the course and scope of his or her authority as such
7 agent, servant, partner, and employee, with the permission and consent of the co-defendants.
8 The named defendants and Doe defendants are sometimes hereafter referred to, collectively
9 and/or individually, as “defendants.”

10 5. *Relationship of defendants:* All defendants compelled, coerced, aided, and/or
11 abetted the discrimination, retaliation, and harassment alleged in this Complaint, which
12 conduct is prohibited under California Government Code section 12940(i). All defendants
13 were responsible for the events and damages alleged herein, including on the following
14 bases: (a) defendants committed the acts alleged; (b) at all relevant times, one or more of
15 the defendants was the agent or employee, and/or acted under the control or supervision,
16 of one or more of the remaining defendants and, in committing the acts alleged, acted
17 within the course and scope of such agency and employment and/or is or are otherwise
18 liable for plaintiff’s damages; (c) at all relevant times, there existed a unity of ownership
19 and interest between or among two or more of the defendants such that any individuality
20 and separateness between or among those defendants has ceased, and defendants are the
21 alter egos of one another. Defendants exercised domination and control over one another
22 to such an extent that any individuality or separateness of defendants does not, and at all
23 times herein mentioned did not, exist. Adherence to the fiction of the separate existence
24 of defendants would permit abuse of the corporate privilege and would sanction fraud and
25 promote injustice. All actions of all defendants were taken by employees, supervisors,
26 executives, officers, and directors during employment with all defendants, were taken on
27 behalf of all defendants, and were engaged in, authorized, ratified, and approved of by all
28 other defendants.

1 6. All Defendants – including Kanye West, Yeezy LLC, Yeezy Apparel LLC,
2 Yeezy Footwear LLC, Yeezy Marketing LLC, Yeezy Record Label LLC, and DOES 1
3 through 100 – directly and indirectly employed plaintiff Doe, as defined in the Fair
4 Employment and Housing Act (“FEHA”) at Government Code section 12926(d).

5 7. In addition, all Defendants – including Kanye West, Yeezy LLC, Yeezy Apparel
6 LLC, Yeezy Footwear LLC, Yeezy Marketing LLC, Yeezy Record Label LLC, and DOES
7 I through 100 – compelled, coerced, aided, and abetted the discrimination, which is
8 prohibited under California Government Code section 12940(i).

9 8. Plaintiff is informed and believes and based thereon alleges that, at all relevant
10 times, each of the Defendants, whether named or fictitious, was the agent, employee or
11 alter ego of each of the other Defendants, and in doing the things alleged to have been
12 done in the Complaint, acted within the scope of such agency or employment, or ratified
13 the acts of the other. On information and belief, Defendants: (i) commingled corporate
14 funds and personal funds; (ii) used corporate funds for something other than corporate
15 uses; (iii) failed to maintain adequate corporate records; (iv) confused the records of
16 separate entities; (v) shared overlapping of directors, officers, employees, and agents; (vi)
17 used the same offices and business locations; (vii) failed to adequately capitalize a
18 corporation; (viii) were used as mere shells, instrumentalities or conduits for a single
19 venture; (ix) failed to maintain arm’s length relationships; AND/OR (x) used corporate
20 entity to procure labor, services, or merchandise for another entity.

21 9. Finally, at all relevant times mentioned herein, all defendants acted as agents of
22 all other defendants in committing the acts alleged herein.

23
24
25
26
27 ///
28 ///

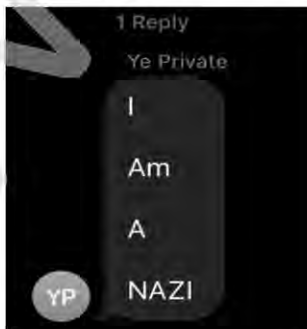
1 **FACTUAL ALLEGATIONS**

2 10. **Plaintiff's Hiring:** Jane Doe ("Doe" or "Plaintiff"), a Jewish female, was
3 employed by Defendants as a Marketing Specialist for Kanye West ("West" or "Ye"),
4 beginning on or around December 10, 2023.

5 11. **Plaintiff's Job Performance:** At all times, until her wrongful termination,
6 Plaintiff worked diligently and performed her job duties in an exemplary manner even
7 despite an increasingly sexist, antisemitic, and ethically repugnant environment. On
8 ordinary days, Ye spewed hate speech against Plaintiff's religion, berated his employees
9 with vile profanities, and engaged in unethical and illegal practices such as – but not
10 limited to – engaging in discriminatory conduct, and retaliating against Plaintiff for
11 reporting such illicit activities.

12 12. **Plaintiff Suggests Ye Denounce Anti-Semitism In Response to Public Backlash**
13 **Over His Album Cover Art:**

14 a. In or around January 2024, Ye's new album, *Vultures Vol 1*, stirred up
15 widespread controversy and denunciation for its cover art resembling a Nazi aesthetic. To
16 quell the negative attention, Plaintiff suggested to a co-worker that Ye issue a statement
17 condemning any ties with Nazism. Plaintiff's co-worker conveyed this message to Ye,
18 who replied, "**I Am A Nazi.**" This not only deeply offended Doe but the loud and proud
19 antisemitism also made her feel endangered.



///

1 **13. Ye Exposes Plaintiff to Pornographic Materials:**

2 a. On or around January 10th, 2024, Ye texted a picture of a nude female to
3 Plaintiff in a group chat. The unwelcome exposure to such nudity made Plaintiff feel
4 uncomfortable and deeply unsettled. However, Plaintiff did her best to ignore it and
5 persevered through Ye’s constant degradation of women.



22 **14. Plaintiff’s Success is Rewarded with a Promotion:**

23 a. On or around February 12, 2024, after Plaintiff’s extensive success marketing
24 Ye’s *Vultures* album, Plaintiff was promoted to take on more marketing roles for Ye’s
25 music and Yeezy clothing brand. Her annual salary was increased to \$120,000.

26

27 ///

28 ///

///

1 15. **Ye Erratically Terminates Plaintiff, Only to Quickly Rehire Her:**

2 a. On or around March 29, 2024, Plaintiff secured Ye a high profile creative
3 business opportunity. Plaintiff presented it to Ye’s manager, who stated that Ye demanded
4 to have complete creative control of everything. Through his manager, Ye texted Plaintiff:
5 “Don’t present me nothing ever in life that I don’t have creative control over.”

6 b. The following day, Ye’s manager texted Plaintiff: “Ye has instructed me to
7 let you go. Thank you for your service.” Following Plaintiff’s abrupt “termination,” her
8 anxiety and stress levels increased significantly.

9 c. A few days later, on or around April 6, 2024, Ye’s Chief of Staff texted and
10 called Plaintiff, stating she was re-hired at an annual salary of \$240,000. To reassure
11 Plaintiff, the Chief of Staff added that Ye frequently fires and re-hires people,
12 recommending that she “get used to it.”

13 d. While Plaintiff was initially hesitant, she needed the job to support herself
14 and family obligations. With the understanding that things would improve, and frankly
15 worried by the prospect of crossing one of the most influential artists in the world (who
16 could easily attempt to ruin her reputation), Plaintiff agreed to return.

17 16. **Doe is Directed to Work On Ye’s New Porn Venture, “Yeezy Porn”, But She**
18 **Refuses:**

19 a. In or around late April 2024, Plaintiff was ordered to assist Ye to disseminate
20 information about Ye’s new pornography venture, “Yeezy Porn”. Because Doe morally
21 opposes pornography and its denigration of women, she refused. This new business was
22 just one of countless ways Ye abuses women.

23 17. **Ye Begins to Directly Abuse Plaintiff Because of Her Religion:**

24 a. On the afternoon of June 4, 2024, Ye belligerently texted Plaintiff, along with
25 other persons of Jewish descent: “What The Fuck Is Everyone Here Getting Paid?”

26 ///
27 ///
28 ///

1 b. Shortly after, Ye texted – “Welcome to the first day of working for Hitler.”

2 It was no accident when Ye, shortly thereafter, removed the two Jewish individuals from
3 the group chat which included Plaintiff. Indeed, Ye sought to follow through with overt
4 actions on his self-comparison to Hitler.



18 18. Feeling extremely disgusted, Plaintiff did her best to ignore Ye's text.

19

20

21

22

23

24

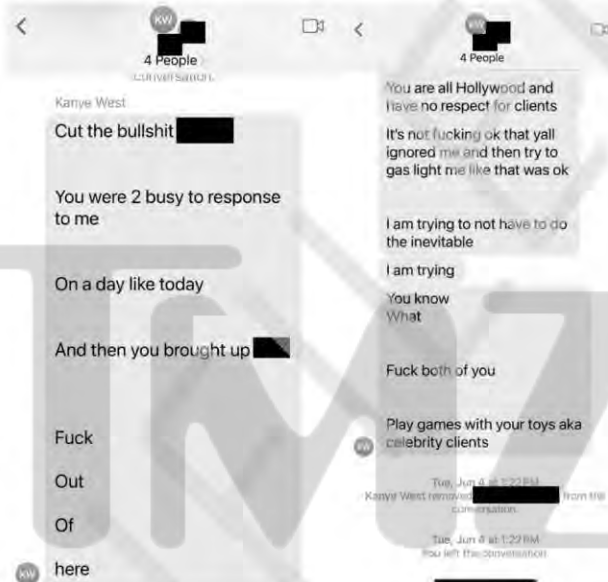
25

26

27 ///

28 ///

1 19. Shortly thereafter, Ye added Plaintiff back into the chat, only to verbally and
2 publicly berate her, saying: “Cut the bullshit [Jane Doe],” and “Fuck out of here.”
3 Then, Ye texted, “Fuck both of you,” referring to Plaintiff and the other Jewish
4 individual. Ye then removed both of them from the group chat again.



27 ///
28 ///

1 20. **Plaintiff Complains About Ye's Harassment to Her Supervisor**

2 a. Sharing these screenshots with her supervisor, Plaintiff reported Ye's erratic
3 and harassingly antisemitic conduct. Her manager replied – "*Copy*" – failing to address
4 or take any action to correct the verbal abuse, harassment, or blatant discrimination.



12

13

14 Copy

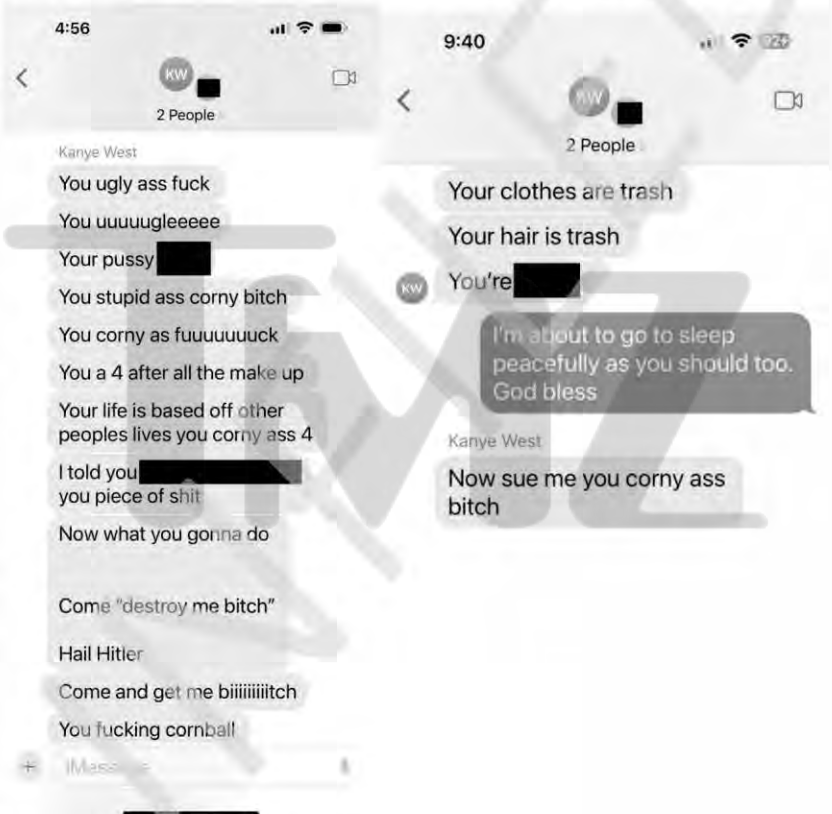
15 21. **Ye's Abuse Escalates:**

16 a. On the evening of June 4, 2024, Ye continued to verbally abuse Plaintiff from
17 his wife's phone, calling Plaintiff a "*heartless sociopath*".

18 b. Later that day, Ye sent Plaintiff a string of texts, verbally attacking her, saying
19 "**Shut the fuck up bitch**", and compared her to an OnlyFans model.



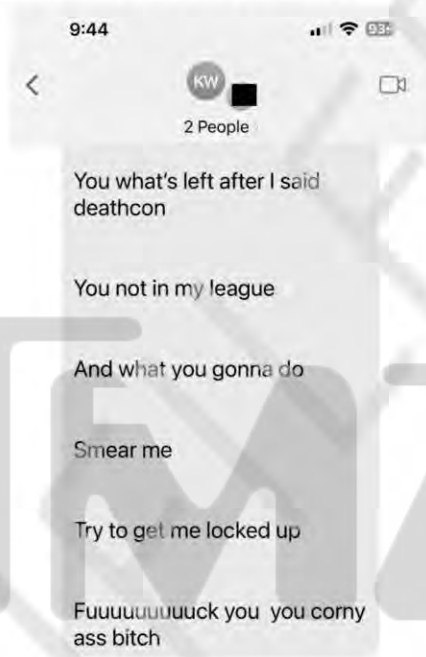
1 c. Then, in a group chat consisting of Ye, his manager, and Plaintiff, Ye's
2 continued harassing and insulting Plaintiff on account of her *religion* and gender. Amongst
3 other despicable statements – channeling his inner Adolf – Ye 's bigoted vitriol included:
4 **“Hail Hitler”**, **“You Ugly as Fuck”**, **“You stupid ass corny bitch,”** **“You Piece of Shit,”**
5 **“Fuck You Bitch,”** and even, **“Now sue me you corny ass bitch.”**



27 ///
28 ///

1 22. **Ye's Antisemitic Comments and Verbal Abuse Towards Plaintiff Continues:**

2 a. Ye then began to make comments about Plaintiff on account of her Jewish
3 religion, saying, **"You what's left after I said deathcon"**.



20

21 23. The remark "deathcon" referred to Ye's previous 2022 tweet, "I'm a bit sleepy
22 tonight but when I wake up **I'm going death con 3 on JEWISH PEOPLE...**" In other
23 words – invoking the Führer – ***Ye directly threatened Doe.***



1 24. **Defendant's Termination of Plaintiff's Employment**

2 a. On or around June 5, 2024, **the very day after reporting Ye's harassing**
3 **conduct to her manager**, and just four hours after Ye's manager woke up in the morning
4 and was made aware of text messages, Yeezy's then attorney terminated Plaintiff with a
5 termination letter in which management was cc'd.

6 Notice of Termination *

7 [Redacted]

Wed, Jun 5, 11:29 AM (13 days ago)

8 Hi [Redacted] by way of introduction, my name is [Redacted] and I represent Yeezy.

9 Please be advised that Yeezy is terminating your engagement for services effective immediately. You can contact me directly if you have any questions.

10 Best regards,

11 [Redacted]

12
13 **DAMAGES**

14
15 25. *Economic damages*: As a consequence of defendants' conduct, plaintiff has
16 suffered and will suffer harm, including lost past and future income and employment
17 benefits, damage to her career, and lost wages, overtime, unpaid expenses, and penalties,
18 as well as interest on unpaid wages at the legal rate from and after each payday on which
19 those wages should have been paid, in a sum to be proven at trial.

20
21 26. *Non-economic damages*: As a consequence of defendants' conduct, plaintiff has
22 suffered and will suffer psychological and emotional distress, humiliation, and mental and
23 physical pain and anguish, in a sum to be proven at trial.

24 27. *Punitive damages*: Defendants' conduct constitutes oppression, fraud, and/or
25 malice under California Civil Code section 3294 and, thus, entitles plaintiff to an award
26 of exemplary and/or punitive damages.

27 ///

28 ///

 ///

1 a. *Malice*: Defendants' conduct was committed with malice within the meaning
2 of California Civil Code section 3294, including that (a) defendants acted with intent to
3 cause injury to plaintiff and/or acted with reckless disregard for plaintiff's injury, in-
4 cluding by terminating plaintiff's employment and/or taking other adverse job actions
5 against plaintiff because of her age, disability, medical leave, race, national origin,
6 ancestry, pregnancy, gender, sexual orientation, and/or good faith complaints, and/or
7 (b) defendants' conduct was despicable and committed in willful and conscious disregard
8 of plaintiff's rights, health, and safety, including plaintiff's right to be free of
9 discrimination, harassment, retaliation, abuse of the requirements of accommodation and
10 engaging in the interactive process, and wrongful employment termination.

11 b. *Oppression*: In addition, and/or alternatively, defendants' conduct was
12 committed with oppression within the meaning of California Civil Code section 3294,
13 including that defendants' actions against plaintiff because of her age, disability, medical
14 leave, race, national origin, ancestry, pregnancy, gender, sexual orientation, and/or good
15 faith complaints were "despicable" and subjected plaintiff to cruel and unjust hardship, in
16 knowing disregard of plaintiff's rights to a work place free of discrimination, harassment,
17 retaliation, abuse of the requirements of accommodation and engaging in the interactive
18 process, and wrongful employment termination.

19 c. *Fraud*: In addition, and/or alternatively, defendants' conduct, as alleged, was
20 fraudulent within the meaning of California Civil Code section 3294, including that
21 defendants asserted false (pretextual) grounds for terminating plaintiff's employment
22 and/or other adverse job actions, thereby to cause plaintiff hardship and deprive her of
23 legal rights.

24 28. *Attorneys' fees*: Plaintiff has incurred and continues to incur legal expenses and
25 attorneys' fees.

26
27 ///
28 ///

1 29. *Exhaustion of administrative remedies:* Prior to filing this action, plaintiff ex-
2 hausted her administrative remedies by filing a timely administrative complaint with the
3 California Civil Rights Department (“CCRD”), formerly known as the Department of Fair
4 Employment and Housing (“DFEH”), and receiving a CCRD/DFEH right-to-sue letter.

5
6 **FIRST CAUSE OF ACTION**

7 **Discrimination on the Bases of Religion, National Origin,**

8 **and Gender/Sex**

9 ***(Violation of Government Code § 12900, et seq.)***

10 **Against Entity Defendants and Does 1 to 100, Inclusive**

11 30. The allegations set forth in preceding paragraphs are re-alleged and incorporated
12 herein by reference.

13 31. At all times herein mentioned, FEHA, Government Code section 12940, *et seq.*,
14 was in full force and effect and was binding on defendants. This statute requires defen-
15 dants to refrain from discriminating against any employee because of the employee’s
16 religion, national origin, gender, and/or sex.

17 32. Plaintiff’s religion, national origin, gender, and/or sex and/or other characteristics
18 protected by FEHA, Government Code section 12900, *et seq.*, were substantial motivating
19 reasons in defendants’ decision to terminate plaintiff’s employment, not to retain, hire, or
20 otherwise employ plaintiff in any position, and/or to take other adverse employment
21 actions against plaintiff.

22 33. As a proximate result of defendants’ willful, knowing, and intentional discrimi-
23 nation against plaintiff, plaintiff has sustained and continues to sustain substantial losses
24 of earnings and other employment benefits.

25 34. As a proximate result of defendants’ willful, knowing, and intentional discrimi-
26 nation against plaintiff, plaintiff has suffered and continues to suffer humiliation, emo-
27 tional distress, and mental and physical pain and anguish, all to her damage in a sum
28 according to proof.

1 35. Plaintiff has incurred and continues to incur legal expenses and attorneys' fees.
2 Pursuant to Government Code section 12965(b), plaintiff is entitled to recover reasonable
3 attorneys' fees and costs (including expert costs) in an amount according to proof.

4 36. Defendants' discrimination was committed intentionally, in a malicious,
5 fraudulent, despicable, and/or oppressive manner, and this entitles plaintiff to punitive
6 damages against defendants.

7
8 **SECOND CAUSE OF ACTION**

9 **Hostile Work Environment Harassment on the Bases of**

10 **Religion, National Origin, and Gender/Sex**

11 ***(Violation of Government Code § 12900, et seq.)***

12 **Against All Defendants and Does 1 to 100, Inclusive**

13 37. The allegations set forth in preceding paragraphs are re-alleged and incorporated
14 herein by reference.

15 38. At all times herein mentioned, FEHA, Government Code section 12940, *et seq.*,
16 was in full force and effect and was binding on defendants. This statute requires defen-
17 dants to refrain from harassing any employee because of the employee's religion, national
18 origin, gender, and/or sex.

19 39. Plaintiff was subjected to harassing conduct through a hostile work environment,
20 in whole or in part on the bases of religion, national origin, gender, and/or sex, and/or
21 other protected characteristics, in violation of Government Code sections 12940(j) and
22 12923.

23 40. Pursuant to Government Code section 12923(b), a single incident of harassing
24 conduct is sufficient to create a hostile work environment if the harassing conduct has
25 unreasonably interfered with plaintiff's work performance or created an intimidating,
26 hostile, or offensive working environment.

27 ///
28 ///
///

1 41. As a proximate result of defendants' willful, knowing, and intentional harassment
2 of plaintiff, plaintiff has sustained and continues to sustain substantial losses of earnings
3 and other employment benefits.

4 42. As a proximate result of defendants' willful, knowing, and intentional harassment
5 of plaintiff, plaintiff has suffered and continues to suffer humiliation, emotional distress,
6 and mental and physical pain and anguish, all to her damage in a sum according to proof.

7 43. Plaintiff has incurred and continues to incur legal expenses and attorneys' fees.
8 Pursuant to Government Code section 12965(b), plaintiff is entitled to recover reasonable
9 attorneys' fees and costs (including expert costs) in an amount according to proof.

10 44. Defendants' harassment was committed intentionally, in a malicious, fraudulent,
11 despicable, and/or oppressive manner, and this entitles plaintiff to punitive damages
12 against defendants.

13
14 **THIRD CAUSE OF ACTION**

15 **Retaliation for Engaging in Protected Activity**

16 *(Violation of Government Code § 12900, et seq.)*

17 **Against Entity Defendants and Does 1 to 100, Inclusive**

18 45. The allegations set forth in preceding paragraphs are re-alleged and incorporated
19 herein by reference.

20 46. At all times herein mentioned, FEHA, Government Code section 12940, *et seq.*,
21 was in full force and effect and was binding on defendants. This statute requires defendants
22 to refrain from retaliating against any employee making complaints or opposing
23 discrimination, harassment, or retaliation, or otherwise engaging in activity protected by
24 the FEHA, including for seeking to exercise rights guaranteed under FEHA and/or
25 assisting and/or participating in an investigation, opposing defendants' failure to provide
26 rights, including rights to complain and to assist in a lawsuit, and/or the right to be free of
27 retaliation, in violation of Government Code section 12940(h).

28 ///

1 47. Plaintiff's seeking to exercise rights guaranteed under FEHA and/or opposing
2 defendants' failure to provide such rights, including the right to be free of discrimination,
3 harassment, or retaliation, in violation of Government Code section 12940(h), were
4 substantial motivating reasons in defendants' decision to terminate plaintiff's
5 employment, not to retain, hire, or otherwise employ plaintiff in any position, and/or to
6 take other adverse employment actions against plaintiff.

7 48. As a proximate result of defendants' willful, knowing, and intentional retaliation
8 against plaintiff, plaintiff has sustained and continues to sustain substantial losses of
9 earnings and other employment benefits.

10 49. As a proximate result of defendants' willful, knowing, and intentional retaliation
11 against plaintiff, plaintiff has suffered and continues to suffer humiliation, emotional
12 distress, and mental and physical pain and anguish, all to her damage in a sum according
13 to proof.

14 50. Plaintiff has incurred and continues to incur legal expenses and attorneys' fees.
15 Pursuant to Government Code section 12965(b), plaintiff is entitled to recover reasonable
16 attorneys' fees and costs (including expert costs) in an amount according to proof.

17 51. Defendants' retaliation was committed intentionally, in a malicious, fraudulent,
18 despicable, and/or oppressive manner, and this entitles plaintiff to punitive damages
19 against defendants.

20
21 **FOURTH CAUSE OF ACTION**

22 **Failure to Prevent Discrimination, Harassment, or Retaliation**

23 ***(Violation of Government Code § 12900, et seq.)***

24 **Against Entity Defendants and Does 1 to 100, Inclusive**

25 52. The allegations set forth in preceding paragraphs are re-alleged and incorporated
26 herein by reference.

27 ///

28 ///

///

1 53. At all times herein mentioned, FEHA, Government Code section 12940(k), was
2 in full force and effect and was binding on defendants. This statute states that it is an
3 unlawful employment practice in California for an employer "to fail to take all reasonable
4 steps necessary to prevent discrimination and harassment from occurring."

5 54. During the course of plaintiff's employment, defendants failed to prevent their
6 employees from engaging in intentional actions that resulted in plaintiff being treated less
7 favorably because of plaintiff's religion, national origin, gender, and/or sex, and/or or
8 because plaintiff had engaged in protected activity.

9 55. Plaintiff believes that she was subjected to discrimination, harassment and
10 retaliation because of her religion, national origin, gender, and/or sex, and/or protected
11 activity.

12 56. As a proximate result of defendants' willful, knowing, and intentional miscon-
13 duct, plaintiffs have sustained and continue to sustain substantial losses of earnings and
14 other employment benefits.

15 57. As a proximate result of defendants' willful, knowing, and intentional
16 misconduct, plaintiff has suffered and continues to suffer humiliation, emotional distress,
17 and physical and mental pain and anguish, all to her damage in a sum according to proof.

18 58. Plaintiff has incurred and continues to incur legal expenses and attorneys' fees.
19 Pursuant to Government Code section 12965(b), plaintiff is entitled to recover reasonable
20 attorneys' fees and costs (including expert costs) in an amount according to proof.

21 59. Defendants' misconduct was committed intentionally, in a malicious, fraudulent,
22 despicable, and/or oppressive manner, and this entitles plaintiff to punitive damages
23 against defendants.

24
25
26
27 ///
28 ///

1 **FIFTH CAUSE OF ACTION**

2 **Breach of Express Oral Contract to Pay Wages at a Certain**

3 **Amount (*Marvin v. Marvin* (1976) 18 Cal.3d 660)**

4 **Against Entity Defendants and Does 1 to 100, Inclusive**

5 60. The allegations set forth in preceding paragraphs are re-alleged and incorporated
6 herein by reference.

7 61. Defendants, through their agents, entered an oral agreement to pay plaintiff
8 wages at a certain amount. Plaintiff and defendants, through their supervisors, made
9 mutual promises of consideration pursuant to this oral agreement. Plaintiff performed all
10 duties required of her under the agreement by performing her job in an exemplary manner.

11 62. Defendants and their managers and supervisors terminated plaintiff's employ-
12 ment without good cause, violating the express oral contract they had with her.

13 63. As a proximate result of defendants' willful breach of the express oral contract
14 not to terminate employment without good cause, plaintiff has suffered and continues to
15 suffer damages, including losses of earnings and benefits, in a sum according to proof.

16 **SIXTH CAUSE OF ACTION**

17 **Negligent Hiring, Supervision, and Retention**

18 **(*Doe v. Capital Cities* (1996) 50 Cal.App.4th 1038)**

19 **Against Entity Defendants and Does 1 to 100, Inclusive**

20 64. The allegations set forth in preceding paragraphs are re-alleged and incorporated
21 herein by reference.
22
23
24
25
26

27 ///
28 ///
///

1 65. Defendants owed a duty of care to plaintiff to appoint, hire, retain, and supervise
2 persons who would not engage in retaliatory, harassing, or discriminatory conduct.
3 Defendants owed a duty of care to plaintiff not to retain managers or employees who
4 would discriminate against, harass, or retaliate against employees for engaging in pro-
5 tected activities. Defendants owed a duty of care to plaintiff to supervise their managers
6 and employees closely to ensure that they would refrain from harassing and retaliating
7 against plaintiff.

8 66. Defendants breached these duties. As a result, defendants caused damages to
9 plaintiff. As a proximate result of defendants' negligent hiring, retention, and supervision
10 of their managers and employees, plaintiff has suffered and continues to suffer damages,
11 including losses of earnings and benefits, according to proof.

12
13 **SEVENTH CAUSE OF ACTION**

14 **Wrongful Termination of Employment in Violation of Public Policy**

15 ***(Tameny v. Atlantic Richfield Co. (1980) 27 Cal.3d 167)***

16 **Against Entity Defendants and Does 1 to 100, Inclusive**

17 67. The allegations set forth in preceding paragraphs are re-alleged and incorporated
18 herein by reference.

19 68. Defendants terminated plaintiff's employment in violation of various funda-
20 mental public policies underlying both state and federal laws. Specifically, plaintiff's
21 employment was terminated in part because of her protected status (*i.e.*, [age, race, color,
22 national origin, ancestry], and/or protected activity). These actions were in violation of,
23 but not limited to, the FEHA, the California Constitution, Government Code section
24 12900, *et seq.*, and the California Labor Code, including sections 232.5 and 1102.5.

25 69. As a proximate result of defendants' wrongful termination of plaintiff's em-
26 ployment in violation of fundamental public policies, plaintiff has suffered and continues
27 to suffer humiliation, emotional distress, and mental and physical pain and anguish, all to
28 her damage in a sum according to proof.

1 70. As a result of defendants' wrongful termination of her employment, plaintiff has
2 suffered general and special damages in sums according to proof.

3 71. Defendants' wrongful termination of plaintiff's employment was done inten-
4 tionally, in a malicious, fraudulent, despicable, and/or oppressive manner, and this entitles
5 plaintiff to punitive damages.

6 72. Plaintiff has incurred and continues to incur legal expenses and attorneys' fees.
7 Pursuant to Code of Civil Procedure sections 1021.5 and 1032, *et seq.*, plaintiff is entitled
8 to recover reasonable attorneys' fees and costs in an amount according to proof.

9
10 **EIGHTH CAUSE OF ACTION**

11 **Whistleblower Retaliation**

12 ***(Violation of Labor Code § 1102.5, et seq.)***

13 **Against Entity Defendants and Does 1 to 100, Inclusive**

14 73. The allegations set forth in preceding paragraphs are re-alleged and incorporated
15 herein by reference.

16 74. At all relevant times, Labor Code section 1102.5 was in effect and was binding
17 on defendants. This statute prohibits defendants from retaliating against any employee,
18 including plaintiff, for actually raising complaints of actual or potential illegality, for
19 providing information of such actual or potential illegality, because the employee is
20 believed to have engaged in such conduct, or because the employee may engage in such
21 conduct. The statute also further prohibits defendants from retaliating against any
22 employee, including plaintiff, where the employee refused to participate in activity that
23 would result in a violation of the law.

24 75. Plaintiff raised complaints of actual and/or potential illegality, including but not
25 limited to complaints about violations of the FEHA, California Constitution, and
26 Government Code Section 12900 *et seq.* while she worked for defendants, and defendants
27 retaliated against her by taking adverse employment actions, including employment
28 termination, against her.

1 76. As a proximate result of defendants' willful, knowing, and intentional violations
2 of Labor Code section 1102.5, plaintiff has suffered and continues to suffer humiliation,
3 emotional distress, and mental and physical pain and anguish, all to her damage in a sum
4 according to proof.

5 77. As a result of defendants' adverse employment actions against plaintiff, plaintiff
6 has suffered general and special damages in sums according to proof.

7 78. Defendants' misconduct was committed intentionally, in a malicious, fraudulent,
8 despicable, and/or oppressive manner, and this entitles plaintiff to punitive damages
9 against defendants.

10 79. Plaintiff has incurred and continues to incur legal expenses and attorneys' fees.
11 Pursuant to California Labor Code section 1102.5(j), plaintiff is entitled to recover
12 reasonable attorneys' fees and costs (including expert costs) in an amount according to
13 proof.

14
15 **NINTH CAUSE OF ACTION**

16 **Retaliation for Reporting Working Conditions**

17 ***(Violations of Labor Code § 232.5)***

18 **Against Entity Defendants and Does 1 to 100, Inclusive**

19 80. The allegations set forth in preceding paragraphs are re-alleged and incorporated
20 herein by reference.

21 81. At all relevant times, Labor Code section 232.5 was in effect and was binding on
22 Defendants. As relevant, this statute prohibits Defendants from requiring that an employee
23 refrain from disclosing information about the employer's working conditions and
24 discharging, formally disciplining, or otherwise discriminating against an employee who
25 discloses information about the employer's working conditions.

26 ///
27 ///
28 ///

1 82. California courts have interpreted section 232.5's definition of working
2 conditions to mean "those conditions determined by the employer as a condition of
3 employment." Here, Plaintiff disclosed information about complaints by patients against
4 doctors (fellows). It is Plaintiff's belief that these actions referred to by the patient
5 complaints constituted working conditions.

6 83. In violation of section 232.5, Defendants created explicit and implicit
7 policies/rules requiring Plaintiff to refrain from bringing patient advocacy concerns
8 (including those related to patient health and safety) – *i.e.*, regarding their working
9 conditions – to doctors. Defendants also discharged, formally disciplined and
10 discriminated against Plaintiff because of her disclosure.

11 84. As a proximate result of Defendants' willful, knowing, and intentional and
12 repeated violations of Labor Code section 232.5, Plaintiff has suffered and continues to
13 suffer humiliation, emotional distress, and mental and physical pain and anguish, all to her
14 damage in a sum according to proof.

15 85. As a result of defendants' adverse employment actions against plaintiff, plaintiff
16 has suffered general and special damages in sums according to proof.

17
18 **TENTH CAUSE OF ACTION**

19 **Intentional Infliction of Emotional Distress**

20 ***(Hughes v. Pair (2009) 46 Cal.4th 1035)***

21 **Against All Defendants and Does 1 to 100, Inclusive**

22 86. The allegations set forth in preceding paragraphs are re-alleged and incorporated
23 herein by reference.

24 87. Defendants' discriminatory, harassing, and retaliatory actions against plaintiff
25 constituted extreme and outrageous misconduct and caused plaintiff severe emotional
26 distress. Defendants were aware that treating plaintiff in the manner alleged above,
27 including depriving plaintiff of her livelihood, would devastate plaintiff and cause her
28 extreme hardship.

1 88. As a proximate result of defendants' extreme and outrageous conduct, plaintiff
2 has suffered and continues to suffer severe emotional distress. Plaintiff has sustained and
3 continues to sustain substantial losses of earnings and other employment benefits as a
4 result of being emotionally distressed.

5 89. As a proximate result of defendants' extreme and outrageous conduct, plaintiff
6 has suffered and continues to suffer humiliation, emotional distress, and mental and
7 physical pain and anguish, all to her damage in a sum according to proof.

8 90. Defendants' misconduct was committed intentionally, in a malicious, fraudulent,
9 despicable, and/or oppressive manner, and this entitles plaintiff to punitive damages
10 against defendants.

11 12 **ELEVENTH CAUSE OF ACTION**

13 **Violation of the Ralph Act**

14 ***(California Civil Code § 51.7)***

15 **Against All Defendants and Does 1 to 100, Inclusive**

16 91. The allegations set forth in preceding paragraphs are re-alleged and incorporated
17 herein by reference.

18 92. Civil Code section 51.7, the Ralph Act, provides that persons have the right to be
19 free from violence or threat of violence, committed against their persons or property due
20 to, among other things, their religion, national origin, gender, and/or sex.

21 93. Beginning in or around January 2024, Defendant Ye began making open
22 antisemitic and sexist intimidations and threats toward, about, and/or around Plaintiff Doe,
23 including but not limited to sayings such as: "I Am a Nazi," "Welcome to the first day or
24 working for Hitler," "Shut the fuck up bitch," "You Ugly as Fuck," "You a 4 after all the
25 make up," "You stupid ass corny bitch," "You Piece of Shit," "Hail Hitler," "You what's
26 left after I said deathcon," and other statements some of which included herein.

27 94. In response to Plaintiff Doe's complaints of said harassment, Defendant Ye
28 retaliated and terminated plaintiff.

1 95. Plaintiff's religion, national origin, gender, and/or sex was a substantial
2 motivating factor for Defendant Ye's violence and intimidation by threat of violence.

3 96. Plaintiff is informed and believed and thereon alleges that the aforementioned
4 conduct of defendants, and each of them, denied, aided, or incited in a denial of, Plaintiff's
5 right to be free from violence, that Plaintiff's sex was a substantial motivating factor, and
6 that defendants' conduct therefore constituted a violation of the Ralph Act.

7 97. The wrongful actions of defendants, and each of them, were a substantial factor
8 in causing Plaintiff to suffer harm, including but not limited to, lost earnings and other
9 employment benefits, loss of future employment benefits, including insurance and
10 pension, humiliation, embarrassment, mental anguish, severe emotional distress, and
11 physical harm, all in an amount to be proven at trial but exceeding the minimum
12 jurisdictional limits of this court. Plaintiff also requests a civil penalty of \$35,000 as
13 permitted by statute.

14 98. Plaintiff is further informed and believes, and based thereon alleges, that
15 defendants, and each of them, acted and continue to act, with full knowledge of the
16 consequences and damage being caused to plaintiff, by defendants' actions, and
17 defendants' actions were, and are, willful, intentional, oppressive, fraudulent and
18 malicious. Accordingly, Plaintiff is entitled to punitive damages against defendants, and
19 each of them, in a sum according to proof at trial.

20 99. Plaintiff has incurred, and will continue to incur, attorneys' fees in the
21 prosecution of this action and therefore demand such reasonable attorneys' fees and costs
22 as set by the court.
23
24
25
26

27 ///
28 ///
///

1 TWELFTH CAUSE OF ACTION

2 **Sex, Religion, National Origin, and/or Gender, Discrimination in**

3 **Violation of the Tom Bane Civil Rights Act**

4 *(California Civil Code § 51.7)*

5 **Against All Defendants and Does 1 to 100, Inclusive**

6 100. The allegations set forth in preceding paragraphs are re-alleged and incorporated
7 herein by reference.

8 101. Civil Code section 51.7, also known as the Tom Bane Civil Rights Act, provides
9 a private right of action against a person or persons, whether or not acting under color of
10 law, interferes by threat, intimidation, or coercion, or attempts to interfere by threat,
11 intimidation, or coercion, with the exercise or enjoyment by any individual or individuals
12 of rights secured by the Constitution or laws of the United States, or of the rights secured
13 by the Constitution or laws of this state a private right of action against anyone.

14 102. Plaintiff is informed and believed and thereon alleges that the aforementioned
15 conduct of defendants, and each of them, denied, aided, or incited in a denial of,
16 discriminated or made a distinction that denied plaintiff full and equal advantages,
17 privileges, and services to Plaintiff, that her religion, national origin, gender, and/or sex
18 was a substantial motivating reason informing this conduct, and that defendants' action
19 there constituted a violation of the Tom Bane Civil Rights Act.

20 103. This denial of rights based on religion, national origin, gender, and/or sex
21 commenced from on or around December 10, 2023, until on or around June 5, 2024.

22
23
24
25
26
27 ///
///
28 ///

1 104. As a proximate result of the wrongful actions of defendants, and each of them,
2 Plaintiff has suffered harm, including but not limited to, lost earnings and other
3 employment benefits, loss of future employment benefits, including insurance and
4 pension, mental anguish and severe emotional distress, bills for medical and psychological
5 treatment, humiliation, embarrassment, mental anguish, and physical harm, all in an
6 amount to be proven at trial but exceeding the minimum jurisdictional limits of this court.
7 As a penalty against defendants for damaging Plaintiff, Plaintiff also requests treble
8 damages as permitted by statute.

9 105. Plaintiff is further informed and believes, and based thereon alleges, that
10 defendants, and each of them, acted and continue to act, with full knowledge of the
11 consequences and damage being caused to plaintiff, by defendants' actions, and
12 defendants' actions were, and are, intentional, willful, oppressive, fraudulent and
13 malicious. Accordingly, plaintiff is entitled to punitive damages against defendants, and
14 each of them, in a sum according to proof at trial.

15 106. Plaintiff has incurred, and will continue to incur, attorneys' fees in the
16 prosecution of this action and therefore demand such reasonable attorneys' fees and costs
17 as set by the court.
18
19
20
21
22
23
24
25
26

27 ///
28 ///
///

1 **PRAYER**

2 WHEREFORE, plaintiff, Jane Doe, prays for judgment against defendants as
3 follows:

- 4 1. For general and special damages according to proof;
5 2. For exemplary damages, according to proof;
6 3. For pre-judgment and post-judgment interest on all damages awarded;
7 4. For reasonable attorneys' fees;
8 5. For costs of suit incurred;
9 6. For declaratory relief;
10 7. For such other and further relief as the Court may deem just and proper;

11
12 ADDITIONALLY, plaintiff, Jane Doe, demands trial of this matter by jury. The
13 amount demanded exceeds \$35,000.00 (Government Code § 72055).

14
15 Dated: February 11, 2025

SHEGERJAN & ASSOCIATES, INC.

16
17 By: 

18 William Reed, Esq.

19 Attorneys for Plaintiff,
20 JANE DOE
21
22
23
24
25
26
27
28